

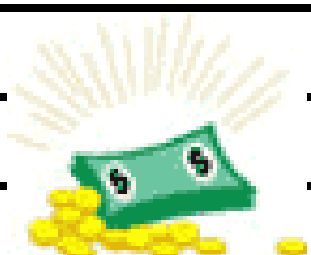
# THE SOURCE

## “Fun”draising for Charitable Giving Campaign Pays Off

Submitted by Hollie Frye, Quality Assurance Coordinator

The NRC Spark Plugs extend a huge “THANK YOU” to staff for your contributions to this year's Charitable Giving Campaign. Here is a review of our fabulous “fun”draising efforts:

| Activity        | Amount Raised     |
|-----------------|-------------------|
| Pledge Cards    | \$4,196.08        |
| Jeans Days      | \$223.00          |
| Neon Run        | \$117.00          |
| Kick-off Picnic | \$146.00          |
| Silent Auction  | \$55.00           |
| Penny Wars      | \$231.00          |
| <b>TOTAL</b>    | <b>\$4,968.08</b> |



All funds raised from the events (\$772.00) was donated to the Norfolk Child Advocacy Center. Thanks again for everyone's participation. We look forward to another eventful campaign next year!!

### Inside this issue:

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### Nebraska Sex Offender Treatment Program

*Mission: Providing Sex Offender treatment to prepare for community reintegration while maintaining public safety.*

*Vision: Helping people rebuild their lives with no more victims.*

## Cheri Heimann and Reba Middleton Are August's "Job Well Done" Recipients

By the NRC Employee Recognition Committee

Congratulations to Cheri Heimann, Social Worker, and Reba Middleton, RN, for being selected as the August 2015 "Job Well Done" recipients.

**Cheri Heimann** has been employed at NRC since November



2011. Her coworkers stated in her nomination that she deserves this award because she has done a lot of work to get a

patient with increasing medical needs into a nursing home. This was a difficult patient and required surveying up to 80 nursing homes to find the one place that would accept him as a registered sex offender. This potentially saved the Norfolk Regional Center thousands of dollars in future costs associated with his care. In addition, Cheri continued to be active in making NRC a good place to work by being a kind, caring and supportive coworker.

**Thank you, Cheri, for all you do!!**

**Reba Middleton** has been employed at NRC since December 1995. Her coworkers stated in her nomination that she deserves this award because she has gone from a nurse on the Life Skills Unit to the supervisor. She is a respectable person who leads by example. She is positive and respectful to the patients and staff with



whom she works. She goes above and beyond to make sure things are communicated correctly. She treats everyone fairly and has done a great job transitioning to the Life Skills Unit Supervisor.

**Thank you, Reba, for all you do!!**

## Troy Johnson and Amy Bethards Are September's "Job Well Done" Recipients

By the NRC Employee Recognition Committee

Congratulations to Troy Johnson, MHSS II, and Amy Bethards, Compliance Specialist, for being selected as the September 2015 "Job Well Done" recipients.

**Troy Johnson** has been employed at NRC since June 2014.



His coworkers stated in his nomination that he deserves this award because he works a lot on 2-West due to a patient

being on 1-to-1 male staff only status. Troy works really well with this patient and others on the unit. He always has a good attitude and tries his best to help the patients when they are having a rough day. He also helps his peers out in any way possible. He often does tasks on the assignment even if he is not scheduled. Troy is an asset to the hospital, especially 2-West.

**Thank you, Troy, for all you do!!**

**Amy Bethards** has been employed at NRC since August 2011. Her coworkers stated in her nomination that she deserves this award because when dealing with a patient that needed to go to the SSC, other staff did not stand in front of the patient while escorting him to the SSC. The patient took off running, and Amy quickly left her office and stood in the hall blocking the patient from causing more

damage. By acting quickly, her actions helped turn what could have become a much worse situation into a simple escort to



restraints and then transfer to the SSC. Although several employees answered the call for help as a team effort, Amy's actions alone were most valuable.

**Thank you, Amy, for all you do!!**

## Please Welcome New NRC Employees



Travis Jelinek  
Mental Health  
Security Specialist II



Duane Nemec  
Mental Health  
Security Specialist II



Mollie Schindler  
Mental Health  
Security Specialist II



Andrew English  
Mental Health  
Security Specialist II



Bette Lingenfelter  
Registered Nurse



Joshua Deiterman  
Mental Health  
Security Specialist II

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## Employees Leaving NRC

July 30, 2015  
Dean Garver, MHSS II

August 7, 2015  
James Ebeling, MHSS II

August 7, 2015  
Rose Kavulak, MHSS II

August 13, 2015  
Samantha Hart, Food Service  
Assistant

August 16, 2015  
Scott Hoffmann, MHSS II —  
Guard

*(Continued on page 5)*



## What's Cooking at NRC

### APPLE CRISP PIZZA

#### Pastry for a single-crust pie:

|                                                                |                        |
|----------------------------------------------------------------|------------------------|
| 2/3 c. sugar                                                   | 1 tsp. ground cinnamon |
| 4 medium baking apples, peeled<br>and cut into 1/2-inch slices | 3 T. flour             |

#### Topping:

|                                         |                                                              |
|-----------------------------------------|--------------------------------------------------------------|
| 1/2 c. flour                            | 1 tsp. ground cinnamon                                       |
| 1/3 c. packed brown sugar               | 1/3 c. rolled oats                                           |
| 1/4 c. butter or margarine,<br>softened | 1/4-1/2 c. caramel ice cream<br>topping or caramel apple dip |
|                                         | Vanilla ice cream, optional                                  |



Roll pastry to fit a 12-inch pizza pan; fold under or flute the edges. Combine sugar, flour and cinnamon in a bowl. Add apples and toss. Arrange the apples in a single layer in a circular pattern to completely cover pastry. Combine the first five topping ingredients; sprinkle over apples. Bake at 350°F for 35-40 minutes or until apples are tender. Remove from the oven and immediately drizzle with caramel topping or dip. Serve warm with ice cream if desired.

(Submitted by Adri Hildebrand, and she challenges Lori Nuttelmann to submit a recipe for the next issue of *The Source*.)

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## Employees Leaving NRC

(Continued from page 4)

August 24, 2015  
Robert Flint, MHSS II

September 1, 2015  
Donna Young, RN

September 10, 2015  
Christopher McColley, MHSS II  
— Guard

September 17, 2015  
Regina Potter, Food Service  
Assistant

September 25, 2015  
Elizaabeth Offner, LPN

## From the Mail Bag: Letters We Like Receiving

Submitted by TyLynne Bauer, Facility Operating Officer

**To TyLynne Bauer, Facility Operating Officer:**

We are the adoptive parents of a patient who was committed to the Norfolk Regional Center this summer. He has since been moved to outpatient care.

We write to tell you how impressed we were with NRC! Every single person we encountered at NRC showed such a high level of professionalism, going above and beyond the call of duty to help our son and answer our questions. Within a week of his placement there, NRC had placed him on proper medications, which are working wonderfully. He was treated with respect, received excellent counseling, and even said the food was great!

Since this was all foreign to us, your employees helped to educate us as well. From the receptionist to the doctors who worked with our son, every person was cheerful, helpful and knowledgeable. Calls were answered immediately and questions answered quickly. This is rare, and we noticed and appreciate the efforts very much.

We don't know the names of everyone who worked with our son, but we do want to acknowledge Amy Bethards, Marsha Nelson, Dr. Stephen O'Neill, and Dr. Meg Donovan. These staff members answered numerous questions and e-mails from us, and always with patience, class and kindness. We don't know the name of the occupational therapist who worked with him but he said very kind things about her as well, along with several people who worked on his floor.

We know working with people like our son on a daily basis is difficult and challenging, to say the least. One could imagine burnout to be prevalent; instead we saw just the opposite at NRC, and this was incredibly heart-warming.

We are very grateful for the care he received at NRC. Please keep up the outstanding work!

- Grateful parents



## From the Mail Bag: Letters We Like Receiving

(Continued from page 6)

**To Jim Bruegman, NRC Maintenance Supervisor:** Our genealogical group and Mrs. Judy Carlson really appreciated how nicely the old cemetery was mowed! We had 35 attend, and Judy gave a very good demonstration. They found about 32 graves — great! — and will be working on identifications for some at least.

Thanks again,

Bernice Walters

Madison County Genealogical Society



## The Bulletin Board

A BIG thank you to everyone for your support, concern, prayers, monetary donations, cards and expressions of sympathy during this difficult time.

Your thoughts and prayers have been a comfort during my son's 7-year cancer journey, and I am grateful that I work with such a great group of people.

Sincerely,

Kim Summers

To everyone who has touched our lives:

Thank you is not enough to express when we have such beautiful people in our lives. Mike and I are so grateful for all of the prayers, notes, calls and gifts from our NRC family. We really appreciate everyone's support.

The Bauers

Michael, TyLynne and family

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NRC Council and Staff:

Thank you so much for the beautiful plant for Michael's father's funeral. Also, thank you for the memorial. The Bauer family is donating to the local ambulance service in memory of Bud. We are so blessed to have you all as friends!

The Bauers

Michael, TyLynne and family



What color is your lens?

Submitted by TyLynne Bauer,  
Facility Operating Officer

DHHS continues its quest of “**Serving People With Excellence.**” This week our focus is on the DHHS Value of **Dedication to the Success Of Others** (Gives the assumption of good intent to others).

Who you are determines the way you see everything. You cannot separate your identity from your perspective. All that you are and every experience you've had color how you see things. It is your lens. For example:

A traveler nearing a great city asked an old man seated by the road, “What are the people like in this city?”

“What were they like where you came from?” the old man asked.

“Horrible,” the traveler reported. “Mean, untrustworthy, detestable in all respects.”

“Ah,” said the old man, “you will find them the same in the city ahead.”

Scarcely had the first traveler gone on his way when another stopped to inquire about the people in the city before him. Again the old

man asked about the people in the place the traveler had just left.

“They were fine people, honest, industrious, and generous to a fault,” declared the second traveler. “I was sorry to leave.”

The old man responded, “That is exactly how you'll find the people here.”

The way people see others is a reflection of themselves. If I am a trusting person, I will see others as trustworthy. If I am a critical person, I will see others as critical. If I am a caring person, I will see others as compassionate.

Your personality comes through when you talk about others and interact with them. If you want to know who you really are, take a moment and think about how you relate to others, and how you talk about them.

(Adapted from The Maxwell Daily Reader)

**Challenge:** The lesson above is that we don't always see things as they are. We see things as we are. We can change the world around us by changing ourselves — what we expect and how we act.

- Become aware of how you greet people or talk to them. Do you notice if you give people the same civility you would like?
- The next time you face a difficult interaction, pause and consider the circumstances, and become aware of your actions and reactions. Choose the lens through which you see things, and give the assumption of good intent to others. By making this choice, you can change the color of your lens.



## Policy Reviews Via LINK

Submitted by Barb Maas, RN, and Karen Johnson, Training Specialist

All updated or revised policies are distributed monthly to each staff member via LINK. Staff are required to review and acknowledge receipt of the policies within 30 days of receipt of the email advising of the assigned curriculum.

The following policies were assigned in July, August and September:

- ♥ Behavioral Interventions — Seclusion/Restraints
- ♥ Continuing Education
- ♥ Documentation (Patient Charting)
- ♥ Personal Development Services
- ♥ Pharmacy — Medication Or-

### der Criteria

- ♥ Safety and Security Center (SSC) Operating Principles
- ♥ Video Surveillance
- ♥ Absent Without Authorization
- ♥ Ankle Monitor (Patient)
- ♥ Death of a Patient
- ♥ Hazardous Material and Waste Management Plan
- ♥ Identification Badges
- ♥ Packages
- ♥ Policy and Procedure Process
- ♥ Severe Weather Management
- ♥ Sharp Objects Responsibilities

- ♥ Transfers — Emergency and/or Out of the Hospital
- ♥ HIM: Confidential Communication Request
- ♥ HIM: Patient's Right to Disclosures
- ♥ HIM: Request to Amend or Correct Protected Health Information (PHI)
- ♥ Injury Reports for Patients and Non-employees
- ♥ Telecommunications
- ♥ Transport Procedures
- ♥ Workplace Violence



## Worms

A school teacher decided that a visual demonstration would add emphasis to his science class.

He placed four worms into four separate jars. The first worm was put into a container of alcohol. The second worm was put into a container of cigarette smoke. The third worm was put into a container of

chocolate syrup. The fourth worm was put into a container of good clean soil.

At the end of the day the teacher reported the following results: the first worm in alcohol — dead; the second worm in cigarette smoke — dead; the third worm in chocolate syrup — dead; the fourth worm in good clean soil — alive!

The teacher then asked the students, "What can you learn from this demonstration?"

Little Johnny in the back quickly raised his hand and said, "As long as you drink, smoke and eat chocolate, you won't have worms!"



## DHHS - NORFOLK REGIONAL CENTER

DHHS—STATE OF  
NEBRASKA

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*The Source is an employee newsletter written by the employees and published monthly for the employees within the Norfolk Regional Center. Articles and ideas for publication are always welcome and can be forwarded to any member of the Editorial Board.*

*It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size and content. Articles sent to the Editorial Board must be signed, but the writer may request to have their name withheld. Please contact us with submissions for the next edition, and with your comments on the newsletter!*

*NRC Editorial Board*

*Marg Hipp - Editor - 370.3315*

*TyLynne Bauer - 370.3328*

## Nature and Nurture Are Meaningless — Choice Is Everything

By Joe Tye, Values Coach, Inc.

Psychologists have long debated, and parents often wonder, about the respective roles of nature and nurture.

**Nature** is the genetic makeup you were born with. **Nurture** is the sum total of your lifetime experiences. They both have had a big impact on making you the person you are today.

But here's the deal: When it comes to your future, nature and nurture are both completely and totally meaningless! They can serve no other

purpose than as an excuse to prevent you from taking action.

**Choice** is all that matters. You can choose what to do with the genes you were born with. You can choose how to interpret the experiences of your past.

If you were born with a disability, you can choose to sit on the sidelines and feel sorry for yourself, or you can choose to find a way to compete despite your limitations.

If you were raised by an abusive parent, you can choose to follow that role model and be an abusive parent yourself, or you can choose to become an advocate fighting on behalf of other abused children.

You can choose to take the easy path and make excuses for why you are not more than you are, or you can choose to take the road less traveled and become the person you were meant to be. The choice is yours.

